

The YMCA logo is rendered in a bold, white, blocky font. It is positioned on the left side of the page, within a large, light green geometric shape that resembles a stylized 'Y'. The background of the entire page is composed of various overlapping geometric shapes in shades of blue, yellow, pink, and purple, creating a vibrant, abstract design.

Here for young people  
Here for communities  
Here for you

# YMCA Swansea

Modern Slavery

February 2023



Everyone should have a fair chance to discover who they are and what they can become.

## Modern Slavery

### **Policy Statement:**

Whilst as a small, locally focussed registered charity we do not fall within the current limits as set by the Secretary of State within section 54 of the Modern Slavery Act, YMCA Swansea nevertheless feels it important to have a policy statement on it.

This is a voluntary statement to demonstrate our support for and adherence to the principles of the act.

#### 1. Organisation

1.1 YMCA Swansea (Swansea YMCA Ltd) is a registered charity (registration number 1154553) and a company limited by guarantee (registration number 8634510).

1.2 YMCA Swansea is based at 1 Kingsway, Swansea SA1 5JQ.

1.3 YMCA Swansea operates according to its memorandum and articles of Association, last registered on 1st August 2013.

1.4 The organisation is led by a board of voluntary trustees with delegated authority to the Chief Executive Officer and others.

1.5 As a charity, and a member of the YMCA England and Wales federation, our work is youth led- mainly through project work. We provide services for young people in specialist areas and work with other partners to provide holistic care and support.

1.6 In addition we have a small supplementary business in room hire/lease and a small community gym.

## 2. Policies

2.1 Our policies which we consider relevant to this statement are listed below. Our policies are reviewed regularly and written as required. They are drafted and signed off by the board as and when appropriate.

- o Anti Bribery
- o Volunteer Policy
- o Equality & Diversity Policy
- o Whistleblowing policy
- o Employee code of conduct
- o Procurement policy
- o Safeguarding Policy

## 3. Human Trafficking

3.1 We aim to prevent and identify human trafficking by:

- Actively working with partners in the field, particularly in relation to child exploitation. We are an active member of Swansea Council's Child and Family Services CMET Panel.
- Having an established safeguarding policy and system capable of dealing with any staff concerns.
- Regular policy reviews to ensure suitability and where new policies are required in new areas of work, that procedure and due diligence is followed.
- All financial transactions are scrutinized by the board and discussed at the monthly board meetings.
- References will be sought in the event of new arrangements being contracted, particularly if externally to the YMCA federation

#### 4. Training:

4.1 All of our activities are led by trained youthworkers (accredited to level 3), according to legal standards. We have been awarded a bronze standard by EWC in youthwork following a well documented assessment process.

- All staff receive basic safeguarding policy training as part of their induction
- We are an Agored Cymru accredited training organisation for the purposes of youthwork training, including safeguarding.
- We follow the youthwork principles of reflection so that any concerns can be raised/discussed.
- All staff have access to policies for guidance

#### Section 5: Assessment of effectiveness:

5.1 YMCA Swansea believes that this combination of measures is capable of preventing incidences of human trafficking within our organisation, detecting any incidences within our services and equipping our staff to raise their concerns should they come across any.

5.2 Any concerns in child exploitation to date have been fed to local authority and police via the CMET route.

Name:... Sarah Owens

Signed.: 

Date:.....1<sup>st</sup> March 2023



For more information, please contact:  
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**Here for young people**  
**Here for communities**  
**Here for you**

YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities, where young people can truly belong, contribute and thrive.

FAMILY & YOUTH WORK

HEALTH & WELLBEING

HOUSING

TRAINING & EDUCATION

SUPPORT & ADVICE